

News

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HIGHLIGHTS OF BOSTON-WORCESTER-LAWRENCE, MA-NH-ME-CT NATIONAL COMPENSATION SURVEY SEPTEMBER 2002

Workers in the Boston-Worcester-Lawrence metropolitan area averaged \$22.29 per hour during September 2002, according to a new survey released by the U.S. Department of Labor's Bureau of Labor Statistics (BLS). Regional Commissioner Denis M. McSweeney reported that white-collar workers averaged \$26.74 per hour and accounted for 61 percent of the workers in the area. Blue-collar employees averaged \$16.91 per hour and represented 20 percent of the workforce, while the remaining 19 percent worked in service occupations and earned \$13.11 per hour. (See table 1.)

The National Compensation Survey (NCS) presents straight-time earnings for occupations in establishments employing 50 or more workers in private industry and State and local governments. The survey excludes agricultural establishments, private households, the self-employed, and the Federal Government. This NCS covered 416 firms representing 1,288,800 workers in the Boston-Worcester-Lawrence metropolitan area, which is comprised of 282 cities and towns in Massachusetts, New Hampshire, Maine, and Connecticut. Eighty-one percent of those represented worked in private industry.

In the Boston-Worcester-Lawrence metropolitan area, average hourly wages were published for 117 detailed occupations. (See table 1.) Among white-collar workers, computer systems analysts and scientists averaged \$34.99 per hour; civil engineers, \$33.68; and registered nurses, \$29.27. Blue-collar occupations included construction laborers earning \$18.73 per hour, truck drivers at \$17.69, and assemblers at \$11.74. In the service occupations, janitors and cleaners averaged \$12.41 per hour; nursing aides, orderlies and attendants, \$11.93; and cooks, \$12.14.

The NCS also provides broad coverage of selected occupational characteristics. (See tables 2 and 3.) For example, full-time employees in the Boston area averaged \$23.65 per hour, up 8.5% from the previous year, while part-timers earned \$12.88. Unionized workers in blue-collar (\$20.88) and service jobs (\$17.68) averaged more per hour than their nonunion

counterparts who averaged \$14.70 and \$10.44, respectively. There was no significant difference in average hourly earnings for white collar workers by union status.

In addition, establishment size may impact occupational earnings. (See table 3.) Private industry workers at establishments employing 50-99 workers averaged \$16.33 per hour and those in establishments with 500 or more employees earned \$25.92. Among occupational groups in the 50-99 worker establishment size, average hourly wages for white collar (\$21.40), blue collar (\$14.41), and service workers (\$8.55) were all lower than their counterparts in the 500 or more workers establishment size, at \$29.68, \$18.48, and \$12.55, respectively.

The NCS is part of a statistical program that integrates three previously separate surveys of wages and benefits into one comprehensive compensation program increasing the amount of data available. Data provided by the NCS may be used by businesses for establishing pay plans, making decisions concerning plant relocation, and in collective bargaining negotiations. Individuals may use such data to help choose potential careers. Average rates of pay are also available for levels of work within an occupation based on knowledge, skill, independent judgment, supervision received and other factors required on the job.

Survey Availability

Complete survey results are contained in the Boston-Worcester-Lawrence, MA-NH-ME-CT National Compensation Survey September 2002 (Bulletin 3115-67). While supplies last, single copies of the bulletin are available from the Boston Information Office by calling 617-565-2327. In addition, data contained in the bulletin are available on the Internet in both text and PDF formats at <http://www.bls.gov/comhome.htm>. Select survey tables can also be obtained from the Bureau's fax-on-demand service in Boston by dialing 617-565-9167 and requesting document 9810.

For personal assistance or further information on the National Compensation Survey, as well as other Bureau programs, contact the Boston Information Office at 617-565-2327 from 8:30 a.m. to 12:00 p.m. and 1:30 p.m. to 4:00 p.m. e.t.

Technical Note

Because the NCS is a sample survey, it is subject to sampling errors. Sampling errors occur because observations come only from a sample and not from an entire population. The sample used for this survey is one of a number of possible samples of the same size that could have been selected using the sample design. Estimates derived from the different samples would differ from each other. A measure of the variation among these differing estimates is the standard error. It can be used to measure the precision with which an estimate from a particular sample approximates the expected result of all possible samples. The chances are about 68 out of 100 that an estimate from the survey differs from a complete population figure by less than the standard error. The chances are about 90 out of 100 that this difference would be less than 1.6 times the standard error. The statements of comparisons appearing in this publication are significant at a 1.6 standard error level or better. This means that for differences cited, the estimated difference is greater than 1.6 times the standard error of the difference.

Table 1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2002

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$22.29	2.4	\$21.82	2.8	\$24.42	4.4
All excluding sales	22.39	2.4	21.90	2.9	24.47	4.4
White collar	26.74	2.2	26.56	2.2	27.59	6.8
White collar excluding sales	27.45	2.2	27.38	2.2	27.73	6.9
Professional specialty and technical	30.98	2.2	30.19	2.4	33.85	4.8
Professional specialty	33.19	2.2	32.81	2.3	34.29	4.9
Engineers, architects, and surveyors	35.29	3.2	35.45	3.7	—	—
Civil engineers	33.68	5.8	30.60	11.2	—	—
Electrical and electronic engineers	39.30	5.9	39.30	5.9	—	—
Industrial engineers	29.34	7.5	29.34	7.5	—	—
Mechanical engineers	31.59	5.4	31.59	5.4	—	—
Engineers, n.e.c.	34.84	3.7	35.77	5.5	—	—
Mathematical and computer scientists	34.06	2.8	34.64	2.6	—	—
Computer systems analysts and scientists	34.99	3.1	35.51	2.9	—	—
Operations and systems researchers and analysts	26.69	6.7	27.34	6.5	—	—
Natural scientists	28.44	6.8	28.44	6.9	—	—
Health related	29.71	2.0	30.03	2.2	27.39	2.7
Physicians	36.42	25.2	40.25	25.2	—	—
Registered nurses	29.27	1.7	29.30	1.9	28.98	1.3
Pharmacists	34.26	1.5	34.26	1.5	—	—
Physical therapists	28.35	7.7	28.35	7.7	—	—
Teachers, college and university	47.84	5.2	51.69	4.8	—	—
Medical science teachers	51.19	16.8	51.19	16.8	—	—
Art, drama, and music teachers	46.24	29.5	46.24	29.5	—	—
English teachers	46.58	12.5	—	—	—	—
Other post-secondary teachers	38.97	17.6	42.29	19.0	—	—
Teachers, except college and university	35.76	5.3	22.13	3.1	38.16	4.6
Elementary school teachers	38.96	4.0	—	—	39.19	3.9
Secondary school teachers	38.36	3.1	29.29	7.1	39.39	1.7
Teachers, special education	28.40	7.0	—	—	—	—
Teachers, n.e.c.	34.64	1.5	—	—	—	—
Librarians, archivists, and curators	29.99	9.1	30.05	11.4	—	—
Librarians	29.69	12.0	—	—	—	—
Social scientists and urban planners	28.15	12.9	28.15	12.9	—	—
Social, recreation, and religious workers	19.59	3.5	18.17	2.5	21.14	8.7
Social workers	19.68	3.1	17.22	.7	—	—
Recreation workers	19.18	8.1	—	—	—	—
Lawyers and judges	50.09	11.3	—	—	—	—
Lawyers	49.85	12.5	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	24.48	12.1	24.88	12.9	—	—
Editors and reporters	19.98	6.3	19.98	6.3	—	—
Public relations specialists	25.26	12.8	—	—	—	—
Athletes	26.48	7.3	26.48	7.3	—	—
Technical	20.95	5.4	20.81	5.7	23.60	12.5
Clinical laboratory technologists and technicians	17.62	8.3	17.61	8.5	—	—
Radiological technicians	25.31	11.6	25.31	11.6	—	—
Licensed practical nurses	19.82	1.8	20.01	1.6	—	—
Health technologists and technicians, n.e.c.	15.49	9.9	15.31	10.3	—	—
Electrical and electronic technicians	23.49	4.4	23.49	4.4	—	—
Drafters	22.79	4.8	22.79	4.8	—	—
Computer programmers	30.56	4.1	30.56	4.1	—	—
Legal assistants	28.14	12.5	—	—	—	—
Technical and related, n.e.c.	21.95	3.5	21.95	3.5	—	—
Executive, administrative, and managerial	35.23	3.1	35.49	3.0	33.52	12.1
Executives, administrators, and managers	39.77	2.6	39.92	2.2	38.87	12.6
Administrators and officials, public administration	33.32	13.7	—	—	33.32	13.7
Financial managers	36.99	8.6	36.86	8.8	—	—
Managers, marketing, advertising, and public relations	41.75	11.0	41.75	11.0	—	—
Administrators, education and related fields	38.60	10.3	35.50	14.3	41.72	13.7
Managers, medicine and health	39.07	19.9	39.13	20.0	—	—

See footnotes at end of table.

Table 1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2002 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
White collar —Continued						
Executive, administrative, and managerial —Continued						
Executives, administrators, and managers —Continued						
Managers, service organizations, n.e.c.	\$25.97	8.6	\$25.97	8.6	—	—
Managers and administrators, n.e.c.	42.84	4.4	42.39	4.5	—	—
Management related	28.01	7.6	28.62	8.2	\$23.45	4.8
Accountants and auditors	23.44	7.0	23.47	8.2	—	—
Other financial officers	40.97	19.6	42.28	19.1	—	—
Personnel, training, and labor relations specialists	28.07	8.7	28.26	8.9	—	—
Purchasing agents and buyers, n.e.c.	24.86	7.0	24.86	7.0	—	—
Management related, n.e.c.	29.56	9.1	30.72	9.8	—	—
Sales	20.72	16.8	20.75	17.3	19.87	3.5
Supervisors, sales	17.44	6.3	17.19	6.4	—	—
Sales, other business services	26.17	13.0	26.17	13.0	—	—
Sales representatives, mining, manufacturing, and wholesale	42.34	5.2	42.34	5.2	—	—
Sales workers, apparel	8.91	4.8	8.91	4.8	—	—
Sales workers, other commodities	15.44	18.9	15.44	18.9	—	—
Cashiers	9.47	3.2	8.63	2.9	19.68	1.3
Administrative support, including clerical	16.21	2.5	16.37	3.1	15.65	1.0
Supervisors, general office	24.57	11.0	24.76	11.2	—	—
Supervisors, financial records processing	27.24	10.9	27.24	10.9	—	—
Secretaries	17.83	4.2	17.65	5.2	18.66	3.9
Typists	14.81	4.3	—	—	—	—
Interviewers	11.62	2.1	—	—	—	—
Transportation ticket and reservation agents	14.03	8.8	14.03	8.8	—	—
Receptionists	12.16	6.7	12.37	7.5	10.46	18.8
Information clerks, n.e.c.	12.89	6.7	12.32	4.2	—	—
Order clerks	15.64	9.2	15.64	9.2	—	—
Library clerks	15.92	10.3	—	—	15.59	12.5
Records clerks, n.e.c.	14.14	6.7	14.13	6.9	—	—
Bookkeepers, accounting and auditing clerks	15.21	4.2	14.72	4.3	17.78	7.7
Payroll and timekeeping clerks	16.10	8.1	—	—	—	—
Billing clerks	13.98	5.3	13.98	5.3	—	—
Telephone operators	10.73	5.5	10.65	6.9	—	—
Mail clerks, except postal service	11.27	8.7	10.91	9.1	—	—
Dispatchers	14.44	5.8	—	—	—	—
Production coordinators	20.73	8.2	20.73	8.2	—	—
Traffic, shipping and receiving clerks	16.60	5.3	16.60	5.3	—	—
Stock and inventory clerks	14.84	11.7	13.45	10.3	—	—
Insurance adjusters, examiners, and investigators	19.39	2.6	19.39	2.6	—	—
Investigators and adjusters, except insurance	18.09	18.9	18.09	18.9	—	—
General office clerks	15.65	3.9	15.65	4.3	15.65	7.2
Data entry keyers	12.83	4.3	11.51	8.0	—	—
Teachers' aides	12.16	.3	—	—	12.17	.2
Administrative support, n.e.c.	18.39	9.2	18.47	9.5	—	—
Blue collar	16.91	1.7	16.60	2.0	20.01	1.7
Precision production, craft, and repair	22.44	2.8	22.43	3.0	22.53	5.8
Bus, truck, and stationary engine mechanics	21.88	17.0	—	—	—	—
Mechanics and repairers, n.e.c.	19.74	6.1	19.52	7.5	—	—
Carpenters	23.26	9.7	—	—	—	—
Plumbers, pipefitters and steamfitters	19.22	8.9	—	—	—	—
Construction trades, n.e.c.	16.00	9.2	—	—	16.34	8.3
Supervisors, production	22.64	6.0	22.64	6.0	—	—
Electrical and electronic equipment assemblers ..	17.84	4.0	17.84	4.0	—	—
Machine operators, assemblers, and inspectors	13.38	4.6	13.05	4.5	—	—

See footnotes at end of table.

Table 1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2002 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar —Continued						
Machine operators, assemblers, and inspectors						
—Continued						
Fabricating machine operators, n.e.c.	\$13.23	6.4	\$13.23	6.4	—	—
Miscellaneous machine operators, n.e.c.	13.17	5.3	12.50	.5	—	—
Assemblers	11.74	5.3	11.74	5.3	—	—
Production inspectors, checkers and examiners ..	13.24	13.8	13.24	13.8	—	—
Transportation and material moving	17.04	3.2	16.67	4.4	\$19.76	9.4
Truck drivers	17.69	5.5	17.79	5.6	—	—
Bus drivers	17.01	8.0	15.59	1.2	—	—
Handlers, equipment cleaners, helpers, and laborers	12.39	5.1	12.07	5.7	15.80	7.1
Groundskeepers and gardeners, except farm	14.02	5.5	—	—	—	—
Construction laborers	18.73	11.9	—	—	14.70	6.1
Stock handlers and baggers	10.26	3.4	10.26	3.4	—	—
Machine feeders and offbearers	14.44	5.2	14.44	5.2	—	—
Freight, stock, and material handlers, n.e.c.	13.55	14.7	13.54	14.8	—	—
Hand packers and packagers	9.11	5.3	9.11	5.3	—	—
Laborers, except construction, n.e.c.	12.55	16.3	11.10	18.9	18.88	14.4
Service	13.11	3.7	10.56	2.8	19.17	2.1
Protective service	17.92	10.0	11.16	11.1	21.65	2.1
Supervisors, firefighters and fire prevention	24.99	1.4	—	—	24.99	1.4
Supervisors, police and detectives	32.53	14.9	—	—	32.53	14.9
Firefighting	21.53	1.0	—	—	21.53	1.0
Police and detectives, public service	20.69	5.0	—	—	20.69	5.0
Guards and police, except public service	10.72	9.4	10.61	9.0	—	—
Food service	7.99	4.0	7.78	4.7	12.48	6.5
Waiters, waitresses, and bartenders	3.49	12.8	3.49	12.8	—	—
Bartenders	4.85	15.7	4.85	15.7	—	—
Waiters and waitresses	3.19	13.4	3.19	13.4	—	—
Other food service	10.38	2.7	10.22	3.1	12.48	6.5
Supervisors, food preparation and service	12.29	11.2	12.19	11.5	—	—
Cooks	12.14	4.3	12.02	4.8	—	—
Kitchen workers, food preparation	11.91	19.4	11.91	19.4	—	—
Food preparation, n.e.c.	8.22	5.8	8.21	5.8	—	—
Health service	11.95	2.1	11.73	2.3	13.19	2.2
Health aides, except nursing	11.14	2.2	11.13	2.3	—	—
Nursing aides, orderlies and attendants	11.93	2.2	11.65	2.5	13.29	1.7
Cleaning and building service	11.95	5.9	10.85	4.8	15.01	5.7
Maids and housemen	8.74	8.4	8.74	8.4	—	—
Janitors and cleaners	12.41	7.4	11.33	7.2	14.92	6.1
Personal service	14.27	6.6	14.11	6.9	16.13	22.5
Welfare service aides	12.04	8.1	12.04	8.1	—	—
Child care workers, n.e.c.	11.76	4.2	11.72	5.3	—	—
Service, n.e.c.	11.21	7.9	11.08	9.2	—	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² All workers include full-time and part-time workers.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B in the full bulletin for more information.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A in the full bulletin.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 2. **Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2002**

Occupational group	Private industry and State and local government					
	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
	Mean					
All occupations	\$23.65	\$12.88	\$22.58	\$22.18	\$22.06	\$28.71
All excluding sales	23.47	13.74	23.21	22.08	22.45	18.98
White collar	27.77	17.35	25.87	26.99	26.42	37.45
White-collar excluding sales	27.82	22.43	27.66	27.39	27.45	—
Professional specialty and technical	31.19	28.74	34.46	29.84	30.98	—
Professional specialty	33.38	31.04	34.76	32.57	33.19	—
Technical	21.08	19.68	30.27	20.02	20.95	—
Executive, administrative, and managerial	35.38	22.56	30.67	35.54	35.23	—
Sales	27.24	8.96	11.61	23.48	14.27	37.70
Administrative support, including clerical	16.53	12.95	17.41	15.76	16.21	—
Blue collar	17.41	9.91	20.88	14.70	16.72	19.30
Precision production, craft, and repair	22.44	—	25.04	19.80	22.21	—
Machine operators, assemblers, and inspectors	13.51	—	17.62	12.33	13.26	14.82
Transportation and material moving	17.30	13.14	19.01	15.86	16.19	—
Handlers, equipment cleaners, helpers, and laborers	13.45	8.77	14.44	11.47	12.36	—
Service	15.12	8.42	17.68	10.44	13.11	—
	Relative error ⁶ (percent)					
All occupations	2.0	4.5	3.2	2.9	2.5	17.5
All excluding sales	2.0	5.8	3.2	2.8	2.5	7.4
White collar	2.1	3.7	5.3	2.3	2.3	19.2
White-collar excluding sales	2.3	3.8	5.4	2.2	2.2	—
Professional specialty and technical	2.3	3.6	3.9	2.4	2.2	—
Professional specialty	2.3	4.2	3.9	2.4	2.2	—
Technical	6.0	6.8	17.1	4.2	5.4	—
Executive, administrative, and managerial	2.9	6.5	10.9	3.0	3.1	—
Sales	16.7	1.4	7.0	19.4	11.9	19.1
Administrative support, including clerical	2.4	4.2	4.0	2.8	2.5	—
Blue collar	1.9	8.3	3.2	3.4	2.2	7.4
Precision production, craft, and repair	2.8	—	3.2	3.6	3.1	—
Machine operators, assemblers, and inspectors	4.5	—	4.9	4.9	5.2	12.0
Transportation and material moving	3.4	8.8	9.2	6.9	2.6	—
Handlers, equipment cleaners, helpers, and laborers	6.1	3.7	8.2	6.9	5.6	—
Service	2.3	4.1	5.5	2.9	3.7	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B in the full bulletin for information.

³ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

⁴ Union workers are those whose wages are determined through collective bargaining.

⁵ Time workers' wages are based solely on an hourly rate or salary; incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

⁶ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A in the full bulletin.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

Table 3. **Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, Boston-Worcester-Lawrence, MA-NH-ME-CT, September 2002**

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers ³	100 workers or more		
			Total	100 - 499 workers	500 workers or more
	Mean				
All occupations	\$21.82	\$16.33	\$23.04	\$20.46	\$25.92
All excluding sales	21.90	15.97	23.19	20.41	25.95
White collar	26.56	21.40	27.30	24.65	29.68
White-collar excluding sales	27.38	21.85	28.08	25.69	29.79
Professional specialty and technical	30.19	27.47	30.32	27.72	31.83
Professional specialty	32.81	28.72	33.00	31.29	33.89
Technical	20.81	—	20.72	18.19	22.87
Executive, administrative, and managerial	35.49	30.77	36.29	35.59	36.75
Sales	20.75	19.78	21.03	20.78	—
Administrative support, including clerical	16.37	14.69	16.78	16.50	17.10
Blue collar	16.60	14.41	17.51	17.06	18.48
Precision production, craft, and repair	22.43	20.75	22.82	23.06	22.37
Machine operators, assemblers, and inspectors	13.05	12.07	13.51	13.36	13.94
Transportation and material moving	16.67	15.88	17.04	15.95	18.95
Handlers, equipment cleaners, helpers, and laborers	12.07	11.33	12.58	11.62	14.52
Service	10.56	8.55	11.15	10.08	12.55
	Relative error ⁴ (percent)				
All occupations	2.8	6.2	3.1	3.6	4.0
All excluding sales	2.9	6.6	3.2	3.7	4.0
White collar	2.2	6.1	2.5	3.1	3.1
White-collar excluding sales	2.2	5.5	2.5	3.7	3.0
Professional specialty and technical	2.4	7.3	2.4	4.3	2.9
Professional specialty	2.3	7.6	2.3	5.0	2.7
Technical	5.7	—	6.0	9.4	5.1
Executive, administrative, and managerial	3.0	8.6	3.5	7.2	4.2
Sales	17.3	20.6	20.6	22.7	—
Administrative support, including clerical	3.1	5.1	3.3	5.7	3.7
Blue collar	2.0	6.9	2.9	3.5	4.9
Precision production, craft, and repair	3.0	11.8	2.3	3.3	2.4
Machine operators, assemblers, and inspectors	4.5	12.1	6.5	6.5	7.6
Transportation and material moving	4.4	3.7	6.8	12.2	5.9
Handlers, equipment cleaners, helpers, and laborers	5.7	12.0	7.5	7.5	13.3
Service	2.8	4.9	3.9	4.4	6.0

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B in the full bulletin for more information.

³ Establishments classified with 50-99 workers may contain

establishments with fewer than 50 due to staff reductions between survey sampling and collection.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A in the full bulletin.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.